

**Reaching One Today ...**

**EODIAC**



**by improving the Way!**

# Mission of the Equal Opportunity & Diversity Inclusion Advisory Committee

The **EODIAC** is an advisory body (to the DHS director) committed to integrating the concept of diversity inclusion in the workplace and assuring equal opportunity for employees in all programs through collaboration with the offices of the department.

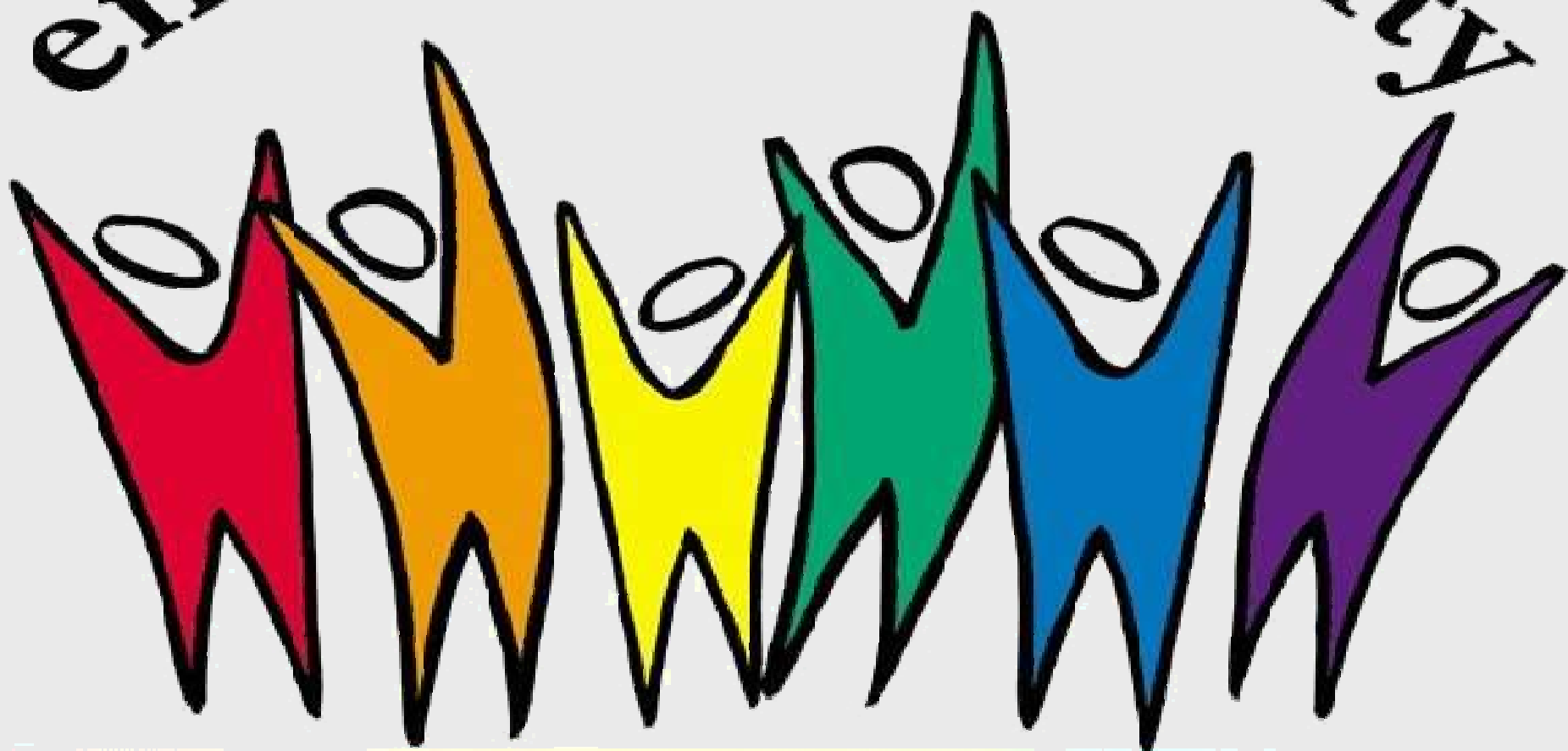
# What is Diversity?

Diversity is understanding, appreciating, and ultimately managing difference and similarities at the same time. Its reach is all-inclusive and may represent categories such as: age, disabilities, race, religion, gender, sexual orientation and others.

# Current Civil Service protected factors:

- Age
- Color
- Disability
- Height
- Genetic Information
- Marital Status
- National Origin
- Partisan Considerations
- Race
- Religion
- Sex (Gender)
- Sexual Orientation
- Weight

*embrace diversity*



# Vision of the EODIAC

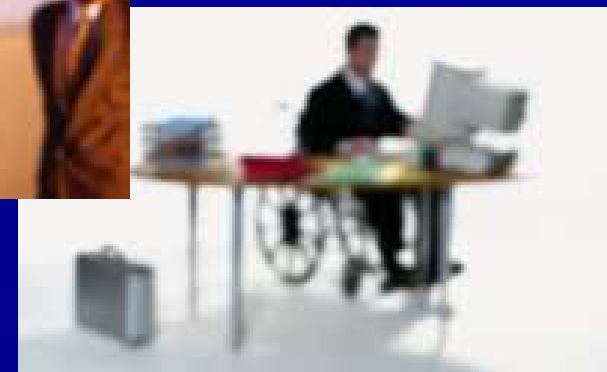
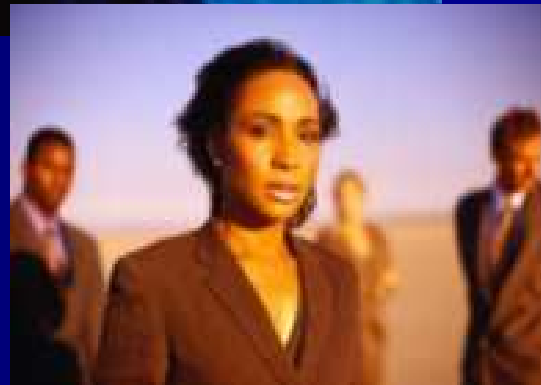
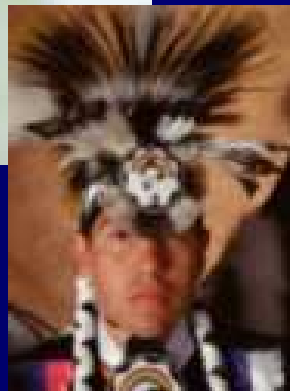
The EODIAC is a strong advocate for equal opportunity and diversity inclusion through the following:

- \* Training
- \* Commitment to department goals
- \* Innovation
- \* Effective partnerships

# Purpose of the EODIAC

The purpose of the committee is to be an ongoing advisory body committed to integrating diversity inclusion and equal opportunity into the department.

# There's Room for Everyone at the Table





# Duties of the EODIAC

- The EODIAC is empowered to recommend changes to:
  - \* Processes,
  - \* Policies, and
  - \* Procedures to the department leadership.

# Duties of the EODIAC (continued)

- \* 1 - Building bridges in the organization
- \* 2 - Collecting and interpreting data
- \* 3 - Participating in general activities

# **1 - Building Bridges**

The committee seeks to build bridges with internal customers and other state department EEO or diversity committees.

# 1 - Building Bridges

The goal is to:

- \* Identify areas showing progress
- \* Identify areas needing improvement
- \* Share best practices that enhance the governor's vision and values

# 2 – Collecting & Interpreting Data

## \* Monitoring Data

- New hiring and promotions
- Discrimination complaints
- Depressed and deprived business expenditures
- Limited English Speaking compliance
- Reasonable Accommodation requests, approvals, and denials
- Diversity inclusion goals
- Committee strategic plan goals

## 2 – Collecting & Interpreting Data (continued)

### \* Organizational Information

- Develop a “Communication’s Plan”, identifying communication goals and results
- Identify and share best practices to support modeling and education of diversity inclusion
- Review department policy that involves equal opportunity and diversity inclusion

## **2 – Collecting & Interpreting Data (continued)**

- Report on the success of committee sponsored and other department initiated diversity inclusion special events
- Identify and support department sanctioned affinity groups

# 3 – General Activities

- Review and provide input on policies and procedures that impact equal opportunity and diversity inclusion
- Identify and recommend educational information that can be used to reinforce the concepts of equal opportunity and diversity inclusion for the department's leadership and employees
- Conduct new member orientation



# **3 – General Activities (continued)**

- Plan and assess committee activities
- Host or sponsor special events
- Model diversity inclusion
- Develop relations with diverse suppliers where possible
- Develop an annual strategic plan to help determine effectiveness of the committee
- Develop and implement a statewide diversity inclusion award system

# **Our Message:**

- 1 - Diversity Inclusion is about all the differences that make each person unique, not solely about race or gender issues.**
- 2 - We work with DHS leadership to implement diversity inclusion and equal opportunity in the department.**
- 3 - It takes effort, but it's cost effective!**

# Message # 1

- \* Diversity inclusion is about all the differences that make each person unique, not solely about race or gender issues.
  - Diversity inclusion is about making DHS an organization that values everyone's contributions to the work of DHS. It is not affirmative action.
  - Diversity inclusion enriches the DHS by providing a workforce made up of people of different cultures and backgrounds.

# Message # 2

- ✳ We work with DHS leadership to implement diversity inclusion and equal opportunity in the department.
  - DHS leadership realizes that diversity inclusion changes within the organization take time.
  - DHS leadership acknowledges their leadership role in diversity inclusion.
  - DHS leadership acknowledges that there are different types and degrees of diversity inclusion issues within the department.

# Message # 3

- ✧ It takes effort, but it's cost effective.
  - Diversity inclusion will save DHS time, money, and effort by reducing complaints, investigations, and lawsuits; leaving more time for us to get the job done.
  - Nearly 2/3 of DHS staff randomly selected by outside consultants, who responded to an on-line evaluation, said a diversity inclusion initiative at DHS is needed.
  - A diversity inclusion initiative can reduce tension within DHS and with our clients.

# **EODIAC Successes through Collaboration**

- 1 - Leadership Academy**
  - expanded to include P11**
- 2 - Leadership Development**
  - program for all DHS employees**
- 3 - Strengthening policy of openness/fairness  
in hirings and promotions**
- 4 - Reviewing EEO and diversity related policy  
prior to implementation**

# Who we are:

- We are 25 members who are DHS employees and community partners.
- Efforts are made to ensure the committee has diverse and inclusive representation.
- Membership represents a balance between central and local office staff, geographic areas and levels of responsibility and authority within the DHS.
- Collective bargaining organizations are invited to have a representative on the committee.

# Current Members:

- \* Crystal Perry, Chairperson
- \* Marcelina Treviño-Savala, Vice Chairperson
- \* Alfred LeMaire, Secretary
- \* Jeaneen Donald-Pedraza
- \* Rodney Duskin
- \* Clyde D. Edwards
- \* Teresa Ellis
- \* Andrea Green
- \* Shantelle Hawkins
- \* Sharon Jones
- \* Audrey Makokha
- \* Kenneth McCoy
- \* Jeff Meaton
- \* Georgina Nelson
- \* Kathy Place
- \* Mian Rashid
- \* Cindy Shackleton
- \* Greg Wekwert



# Ways to Join the Equal Opportunity & Diversity Inclusion Advisory Committee:

- \* Ask a member for information
- \* Call the Equal Opportunity and Diversity Program office at (517) 373-8520
- \* Apply online:
  - [http://www.michigan.gov/documents/FIA-EODAC-MemberApp\\_9269\\_7.pdf](http://www.michigan.gov/documents/FIA-EODAC-MemberApp_9269_7.pdf)
  - Ad hoc membership is also available

# Minnavana Quote

“If you doubt that we are all one, tell me, what language is laughter, what color is love?”

# Self Assessment

What do you personally think about  
equal opportunity and diversity  
inclusion?

# Internal Reflection

How do the personal feelings, you just assessed, relate to Minnavana's question?

"If you doubt that we are all one, tell me, what language is laughter, what color is love?"